

The individual parts of an organization interact and affect each other in dynamic ways to create an overall internal culture or environment that can have a strong positive or negative impact on performance. Organization Development - or the lack of it - affects the totality (culture) of an organization; - its ability to function, to meet its goals, and often, its ability to survive. Even with premium components in place (great people, codified plans and procedures, quality equipment, facilities, etc.), performance still can be severely deficient. Our professional, seasoned OD team has experience in solving this dilemma.

PHILOSOPHY

Our operational premise is that organizations can be resilient and thrive as they manage and balance change. For every organizational challenge there is a creative tailored solution that we can help develop. Constantly changing business needs require commitment to customized and flexible solutions in organizational design.

MISSION

The Organization Development Solutions Center (ODSC) provides top-rate organization development consulting services to federal agencies, non-government organizations and other business entities. We collaborate, cultivate and help build organizational effectiveness - supporting individuals, teams and organizations in optimizing performance and achieving results.



Review our results-focused, service-focused, project solution approach & process
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We provide a valuable no-charge initial Organization Development consultation



**Organization
Development
Essentials**

Change & Transition Management

Organization Change Management includes processes and tools for managing the people side of change in organizations. These tools include a structured approach that is used to effectively transition groups or organizations through change. Strong transition management skills help reduce the impact of dips in productivity, performance and morale during organization change.

Leadership Development

Leadership Development is the strategic investment in and the utilization of human capital within an organization. It also focuses on the development of leadership as a process. This includes interpersonal relationships, social influence, managing organizational climate, and team dynamics. Leadership Development can be accomplished through any number of development processes, to include: talent identification and management, individual development planning, 360 feedback, coaching and mentoring.

Strategic Planning

Strategic Planning is an organization's process of defining its strategy and direction, making decisions on allocating its resources (capital and people) to pursue this strategy. Various business analysis techniques are used in strategic planning, such as SWOT and Gap analysis. The outcome of the strategic plan is used to guide and measure accomplishments toward long-range vision, over the next 3-5 years on average.

Team Building

The term Team Building refers generally to people working together cooperatively. Team building is a tool that helps teams look at a goal, build ownership across the team, assess and identify team strengths/weaknesses and plan to mitigate weaknesses as well as look at team performance and plan to bridge gaps between the current state and desired state.

Business Process Improvement (BPI)

Business Process Improvement is a systematic approach to help any organization make significant changes in the way it does business. The goal of BPI may be radical change in the performance of an organization or use as a valuable tool in a process of gradual change to business operations. The organization may be for-profit business, a non-profit organization, a government agency, or any other organization that depends on the effective coordination of people, facilities, information, equipment and other resources to succeed and achieve its goals.

Coaching

Coaching is a co-active process that encourages, supports and aids participants in improving effectiveness. Executive coaching is geared toward supporting new executives and managers during their transitions into a new environment or role, guiding them through organization change and restructuring as they employ a new skill set.

Performance Planning & Measurement

Performance Planning is strategically thinking about activities that are required to create a future outcome on some scale – small or large. Typically, performance planning includes the creation of documents or diagrams and meetings to discuss important issues and strategies to be followed. Measurement and evaluation are components that are considered simultaneously as a part of the process and to help validate the worth of design of the future outcome.

Succession Planning

In organization development, Succession Planning is the process of identifying and preparing suitable employees through mentoring, training and job rotation to assume roles of key players. Succession planning helps organizations create pools of candidates with leadership potential. A carefully considered succession plan ensures the least possible disruption of leadership responsibilities.

First, we work with you to make sure we understand your organization, your strategic point of view, and the priorities and objectives guiding your operation.



Then, we develop a customized Project Plan to address and meet your specialized, individual needs and objectives.





**The Graduate School, USDA Leadership Management,
Global Solutions Division has established the
*Organization Development Solutions Center...***

Providing experienced, results-focused, organization development consulting services to federal agencies, non-government organizations and other business entities.

**Bottom-line benefits of working with the Graduate School,
USDA, OD Solutions Center include:**

- An extensive research base and **source of OD knowledge** derived from public sector and commercial/corporate experience
- A uniquely relevant **"inside understanding"** of government agencies' operational dynamics
- A reliable, sensitive, flexible **organization improvement partner** that can **develop customized programs** to address a broad range of specialized organizational situations and requirements
- An **efficient resource** that can deliver OD services in accordance with **your timing, cost and project management requirements**
- A **"customer first,"** service-oriented team
- A **sophisticated business/professional organization** with the ability to utilize technology to energize and enhance solution development